



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
1411 JEFFERSON DAVIS HIGHWAY  
ARLINGTON, VA 22202-3231

8 FEB 2002

NGB-ARH

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO  
RICO, THE VIRGIN ISLANDS, GUAM, AND THE  
COMMANDING GENERAL OF THE DISTRICT OF COLUMBIA

SUBJECT: Enlisted Promotion System

1. Reference All States Log Number P00-0082, Redistribution of Promotion Points in the Enlisted Promotion System, dated 26 January 2001.
2. Upon advice from NGB-JA, we have decided to keep National Guard Regulation (NGR) 600-200 as one regulation, and not subdivide it into three. Previously released draft versions dated in July 2001, sent out for staffing as NGRs 600-200, 600-201, 600-202, but never approved nor adopted, must be destroyed. Any state adopted changes or guidance, which were issued based on these three drafts, must be immediately rescinded.
3. Reference 1 above changed the enlisted promotion system found in Chapter 11, NGR 600-200 (March 1997) from a promotion point spread of 750/250 to 600/400. The attached Figure 11-2 (Instructions for NGB Form 4100-1-R-E) is your policy guidance for enlisted promotion boards beginning in 2002. This figure will be incorporated in the updated version of NGR 600-200.
4. The automated versions of NGB Forms 4100-1-R-E and 4101-1-E are under development by NGB-ARP-S in conjunction with contractor support. The fielding of these forms should take place by October 2002. In the interim, states may develop manual or automated systems to conduct 2002 enlisted promotion boards. States that are unable to conduct 2002 boards using the new criteria may submit a request for exception to policy to NGB-ARH-S for consideration.
5. All other regulatory guidance found in NGR 600-200 (March 1997), to include the enlistment criteria in Chapter 2 (Appendix A, ECM 2001), will remain in force until the updated 2002 NGR 600-200 is approved and published.
6. This memorandum will expire 30 September 2002, unless sooner superseded or rescinded.


NGB-ARH-E

SUBJECT: (All States Log Number P02- ) Enlisted Promotion System

7. Point of contact for enlisted policy is SGM Frank Yoakum, DSN 327-3446, 703-607-3446, e-mail: [Frank.Yoakum@ngb.army.mil](mailto:Frank.Yoakum@ngb.army.mil). Point of contact for enlistment criteria and waivers is SFC Paul Grimes, DSN 327-3402, 703-607-3402, e-mail: [Paul.Grimes@ngb.army.mil](mailto:Paul.Grimes@ngb.army.mil).

FOR THE CHIEF, NATIONAL GUARD BUREAU:

Encl  
as

  
JULIA J. CLECKLEY  
Colonel, GS  
Chief, Human Resources  
Army National Guard

CF:  
NGB-IG  
NGB-PL  
NGB-ARZ-T  
Cmdt, NG PEC (NGB-PEC-T)  
Cmdt, NG PEC (SMTTC)  
Each State IG  
Each State Command Sergeant Major  
Each State Military Personnel Management Officer

**Figure 11-2**

**Instructions for NGB Form 4100-1-R-E, Enlisted Promotion Point Worksheet**

*The field numbers in this table are keyed to the field numbers on NGB Form 4100-1-R-E. This will help complete the form manually and explain entries to soldiers.*

**Section I - Personnel Systems Data (maximum-150 points)**

**Field 1: Last and first names plus middle initial and any suffix.**

**Field 2: Social Security Number.**

**Field 3: Rank title (no pay grades).**

**Field 4: Unit name** (may be short title, UIC, or payroll sequence code).

**Field 5: Promotion MOS** (primary or career progression MOS). If CPMOS is different from PMOS, enter CPMOS in handwriting.

**Field 6: Physical profile (PULHES).** (Enter date in YY/MM/DD sequence).

**Field 7: DOB (date of birth).** (Enter date in YY/MM/DD sequence).

**Field 8: DOR (date of rank).** Use DOR to compute TIMIG at 5 points for each full year up to 15 years in grade (75 points maximum). (Enter date in YY/MM/DD sequence).

**Field 9: PEBD (pay entry basic date).** Use PEBD to compute TIS at 3 points per full year up to 25 years of service (75 points maximum). (Enter date in YY/MM/DD sequence).

**Field 10: BESD (basic enlisted service date - enter for SSG and above).** Use BESD to determine cumulative enlisted service (CES) for eligibility for promotion to senior NCO ranks. (Enter date in YY/MM/DD sequence).

**Field 11: ETS (expiration term of service).** (Enter date in YY/MM/DD sequence).

**Field 12: Active status program code** that shows if the soldier is on any form of active duty or Full-Time National Guard Duty (FTNGD).

**Field 13: Technician/Selective Service Code** that shows if the soldier is a Military Technician.

**Section II - Awards (maximum-75 points)**

**Fields 14-23:** Enter each issue of each award, up to a total of 10 entries, in decreasing order, the points for each award, and the total points. This field includes only individual decorations, the POW Medal, and certain badges requiring some form of performance test except for the CIB and CMB. It does not include unit citations of any degree, the Good Conduct or comparable RC equivalent medals, nor Federal or state service or training medals and ribbons, and most badges. The campaign stars in g below are for the KSM, AFEM, VSM and SWASM to recognize service in designated Hostile Fire Pay areas. Determine sequence, point values, and relative value of comparable awards from other services and States. For example, for a soldier with three commendation medals, one from the Army, one Navy and one State, list them in descending order of precedence and award 20 points for each award from the following paragraphs. States may award credit for any or all State awards at equivalent levels as discussed here for other Armed Services' awards. For awards not included here, State MPMO will determine relative precedence, place them in sequence, and award credit to all soldiers in the state with that award. However, this will not include categories or types of awards not listed below (including credit for state awards that are not decorations), such as skill or identification badges, or any other type of service or training awards whether state, federal or foreign. See also section VI d at the end of this figure.

- a. Soldier's Medal and higher awards - 35 points each award.
- b. Bronze Star Medal and Purple Heart Medal -30 points each award.
- c. Meritorious Service Medals (DMSM, MSM, State MSM-equivalents - 25 points each award.
- d. Air Medal Commendation Medals (JSCOM, ARCOM, other services and State commendation-equivalent medals) - 20 points each award.

- e. Achievement Medals (JAM, AAM, and other Services and State achievement-equivalent medals) - 15 points each award. Do not include award of the Army Reserve Components Achievement Medal (ARCAM).
- f. POW Medal, CIB, EIB, CMB and EFMB - 10 points each award. Effective with the 1996 board cycle or the first board cycle the state implemented, Good Conduct Medals and RC and state equivalents were deleted from this field for promotion point credit.
- g. Driver and Mechanic and Tomb Guard ID badges, and campaign stars to service medals - 5 points each award. For the KSM, VSM and SWASM the basic award includes a campaign star; for the AFEM award 5 points for the basic medal and 5 points for each campaign star.

### Section III - Training and Education Data (maximum-375 points)

#### Field 24: Weapon qualification (maximum-75 points)

Enter the soldier's latest qualification level with individual weapon. Commanders of TDA units, and units with soldiers who must qualify with two or more weapons, may specify which weapon assigned and attached soldiers will use for qualification. For promotion purposes only, effective 1 January 1996, qualification is valid only for two training years. (For this purpose only, a training year is 1 October - 30 September). Use minimum score for Marksman for all re-fires, where the soldier makes an initial attempt at weapons qualification, does not achieve a minimum passing score, and then, after remedial training, re-fires to qualify and is successful on the second attempt.

Level	Points
Marksman	25
Sharpshooter	50
Expert	75

#### Field 25: Army Physical Fitness Test (APFT) (maximum-75 points)

- a. Enter the soldier's latest total score on the most recent APFT current within the last 18 months (8 months for AGR).
- b. For soldiers with permanent physical profiles for the pushup or sit-up events, grant 60 points for each strength event waived. Use the actual score for each strength event taken. The soldier must qualify on the 2-mile run or alternate aerobic event per FM 21-20 to receive any promotion points. Award soldiers who receive a GO on the alternate aerobic event an administrative score in the aerobic event that is the average of the other events. For example, for a soldier with a profile against pushups, who scores 80 on the sit-ups, and does the 2 1/2-mile walk, enter 60 for the pushups, 80 for the sit-ups, 70 for the aerobic event, and a total of 210, for 23 promotion points. Do not enter any of this administration information on the DA Form 705 under any circumstances per FM 21-20, chapter 14. Record it only on NGB Form 4100-1-R-E.
- c. For soldiers with temporary physical profiles on DA Form 3349, use the soldier's current APFT score provided it is not more than 18/8 months old (a above). However, for soldiers whose profiles are extended by Army medical officers and signed by the soldier's commander on the DA Form 3349, award promotion points based on their latest APFT beyond these time lines.
- d. Soldiers who fail to take or pass the latest APFT for other than valid physical profile on a completed DA Form 3349 will not be awarded promotion points in this field.

**Table 11-2 APFT**

APFT					
SCORE	POINTS	SCORE	POINTS	SCORE	POINTS
0 - 179	0	220 - 222	36	262 - 264	62
180 - 183	5	223 - 225	39	265 - 267	63
184 - 186	6	226 - 228	42	268 - 270	64
187 - 189	8	229 - 231	44	271 - 273	65
190 - 192	10	232 - 234	46	274 - 276	66
193 - 195	12	235 - 237	48	277 - 279	67
196 - 198	14	238 - 240	50	280 - 282	68
199 - 201	16	241 - 243	52	283 - 285	69
202 - 204	18	244 - 246	54	286 - 288	70
205 - 207	20	247 - 249	56	289 - 291	71
208 - 210	23	250 - 252	58	292 - 294	72
211 - 213	27	253 - 255	59	295 - 297	73
214 - 216	30	256 - 258	60	298 - 299	74
217 - 219	33	259 - 261	61	300	75

**Field 26: Other resident training (maximum 75 points)**

a. Enter 5 points per full week for all other military resident courses, other than the required NCOES courses, or civilian equivalent funded by the Army or ARNG, recorded in DA Form 2-1, item 17. Courses must be successfully completed and be five days, one week or 40 or more hours to be recorded. When a course is listed only with the total academic hours, determine the actual number of days covered. For instance, if a soldier attended the Phase II of an MOS-producing course that contained 132 academic hours, and the DA Form 1059 stated the course was conducted 1-12 May 98, that is a two-week course. Do not divide the total hours by 40 or the total days by 5 to determine course length for promotion points purposes; you must determine the actual days that the course covered to determine promotion points. Do not include in any computation for promotion points purposes the remaining hours or days from basic computations, or one-day, two-day, three-day or four-day courses. These last courses are not authorized for entry on DA Form 2-1, item 17, per AR 600-8-104, table 2-2 and, thus, cannot be used to award promotion points.

b. Convert days, and RC courses conducted in IDT mode, into weeks: each day on which training is conducted in IDT mode equals one day. For instance, UTA and MUTA-2 = 1 day; MUTA-3 and MUTA-4 = 2 days; MUTA-5 and MUTA-6 = 3 days; etc. For courses conducted in IDT mode, divide the number of days by 5 for total number of weeks, and count only the full weeks in each course. Do not add the days "left over" from the courses. For example, for a 2-weeks, 4-days course, award 10 promotion points for the two weeks. Do not add the four remaining days to the days from any other course to award promotion points. Also, for promotion points purposes, a course that runs 14 or 17 straight days is a two-week course. One that runs 21 straight days is a three-week course.

c. Include MOS reclassification courses after the soldier's first AIT or comparable school in another Armed Service.

d. Do not include BT, the first AIT or OSUT, officer basic course, USMA Prep School, any service academy or officer course which earns equivalent credit for NCOES, and the required course for each of the four levels in the NCOES formula.

e. When a soldier has completed more than one NCOES course at a level, credit the soldier here with the weeks for the additional NCOES courses at each level. For example, an AGR soldier with a RC-BNCOC and an AC-BNCOC will count the RC course here. Include here other service NCO courses that are not creditable per the policies in paragraphs 11-28 through 11-31 of this regulation. Do not award promotion points for partially completed courses of any type unless that was the soldier's total training requirement at that level. Do not award promotion points for parts of courses from which soldiers are eliminated for any reason other than completion, such as a phase of a course when the soldier failed a required phase of that course.

f. When a soldier fails to complete an NCOES course within the prescribed time limits and must start over, do not award credit in any field of this figure for any portion of the incomplete course.

**Field 27. Self-development courses (maximum 75 points)**

a. Enter all Army Correspondence Course Program and other service subcourse program credits (including Federal Emergency Management Agency [FEMA] courses through the Emergency Management Institute [EMI]) which are documented in the MPRJ (on DA Form 21, item 17) or through individual course completion notices provided by the soldier, except subcourse hours that are part of AC- or RC-NCOES courses. For example, do not include credit for subcourses in Phase I-B of Army Band RC-BNCOC and RC-ANCOC, or the U.S. Army Sergeants Major Course (USASMC) Nonresident Course.

b. Award 1 promotion point for each 5 credit hours (or EMI study hours) completed. Award 5 extra points for each diploma, completion notice, or comparable document that show completion of a subcourse series designed for enlisted soldiers (and those which enlisted soldiers require for their positions), such as an Enlisted Professional Development Course or Basic Level Sustainment Training Technical Course. To be eligible for the extra 5 points, a subcourse series must have at least 5 subcourses or 25 credit hours and be entered in DA Form 2-1, item 17. Absent a diploma, soldiers may prove eligibility for the 5 points through letter or memorandum from the training institution, completion notices of all subcourses listed in a service catalog dated at the time the soldier took the courses showing all the subcourses, similar documents, or Academic Evaluation Report (DA Form 1059) or other service equivalent, including web based systems.

c. Do not award extra points for courses designed for officer programs that are closed to enlisted soldiers.

d. To determine promotion points when the only available record of subcourse credit hours is the NGB Form 23 from the Retirement Points Accounting System or Model (or comparable records from other Armed Services), multiply the sum of the retirement points for the subcourses by 3 and divide by 5. For example, 18 subcourse retirement points  $\times 3 = 54$  divided by 5 equals 10 promotion points. Do not round-up or carry remaining points to other courses, and do not award 5 bonus points for completion of a subcourse series unless the soldier has a document per *b* above.

**Field 28: Post-secondary semester hours (civilian education) (maximum-75 points)**

Enter the total number of creditable post-secondary hours from transcripts accepted by a college or university listed in the Accredited Institutions of Post-secondary Education, which is published annually by the American Council on Education (ACE). See AR 600-8-104, table 5-2, item 17.1.a(4) and NGP 25-10 to determine how to record civilian education.

a. Award points as follows:

(1) High school diploma, GED or alternate credential is the minimum essential for promotion. Do not award points for this level.

(2) For 1 to 60 semester hours, award one point per semester hour at a business or trade school, vocational or technical institute, or college. (The associate degree level, approximately 60 SH, is the Army and ARNG goal for noncommissioned officers.)

(3) Award 75 points for a baccalaureate or higher degree. For 61 or more semester hours, but less than a baccalaureate degree, no additional points will be awarded.

b. Basis for points:

(1) Use transcripts (including student copies), machine-produced grade slips or reports that include the school title or name, the number of hours (such as semester hours) creditable for the hours listed, and final grade. Soldiers who use the evaluation system to gain ACES credit for military education, training and experience may use only one college transcript that includes this credit. Transcripts will not include duplicate credit for any military education, training or experience to compute promotion points under this criterion. For example, the Evaluation Report given with DD Form 295 using the ARNG METEC or METEC-II program may show "O-3 (L) Note 1: This is a duplicate catalog item. Most schools award credit for only one item." Do not award promotion points for course recommendations based only on their listing on DD Form 295 or similar documents. These are recommendations for credit based on ACE evaluations, are not official transcripts, must be accepted by an accredited institution, and must be placed on an official transcript with raised seal before they may earn the soldier promotion points. See AR 600-8-104, table 5-2, item 17.1a(4) for entry of post-secondary education in DA Form 2-1, item 17.

(2) For business, trade or vocational schools, completion certificates may be used provided the number of course hours are listed.

(3) Hour conversions: to award promotion points, one semester hour equals one promotion point.

(a) Method 1: One and one-half (1.5) quarter hours equal one semester hour.

(b) Method 2: 16 classroom or clock hours equal one semester hour.

(4) Examination credits: Award points for any satisfactory examination results obtained under the Defense Activity for Nontraditional Education System (DANTES) sponsored examination program with credit recommendations (College Level Entrance Program [CLEP] general and subject examinations, DANTES Subject Standardized Tests [DSST], American College Test Proficiency Examination Program [ACTPEP], National Institute for Automotive Service Excellence [ASE], etc.) Soldiers who complete all five parts of the CLEP general exam (equivalent to one year of college or 30 semester hours) will be awarded 30 promotion points and considered to have earned the equivalent of 6 semester hours for each of the five parts satisfactorily completed. Soldiers who satisfactorily complete CLEP subject exams, DSSTs, or ACTPEPs will be awarded points based on the number of semester hours recommended by the ACE when put onto a transcript by a college or university listed in the Accredited Institutions of Post-secondary Education. State Education Services Officers and active installation education centers can help determine the number of hours or credits.

(5) Business and trade schools: award points for any type of post-secondary school (beyond 12th grade level) accredited by the ACE and listed in Accredited Institutions of Post Secondary Education.

c. Foreign schools: award points for credits earned at foreign schools provided their credentials have been evaluated and accepted by one of the following:

(1) A state university or recognized university or college listed in Accredited Institutions of Post-secondary Education.

(2) International Education Research Foundation, PO Box 66940, Los Angeles, CA 90066.

(3) World Education Services, Inc., Old Chelsea Station, PO Box 745, NY, NY 10011.

(4) International Consultants, Inc. of Delaware, 107 Barksdale Professional Center, Newark, DE 19711.

(5) Education Credentials Evaluation, Inc., PO Box 17499, Milwaukee, WI 53217.

(6) Educational Records Evaluation Service, Senator Hotel Office Building, 1121 L Street, Sacramento, CA 95814.

(7) Consulting Engineers/Education Specialist, International Transcript Evaluation Division, PO Box 19576, Houston, TX 77224-9576.

(8) Center for Educational Documentation, PO Box 325, Boston, MA 02130.

(9) Education Evaluators International, Inc., PO Box 5397, Los Alamitos, CA 90721.

d. The State MPMO may, at any time, require a soldier to obtain additional information when the validity or legibility of a form or transcript is in question. They also may establish a general rule requiring all soldiers to have an official transcript mailed directly to the State MPMO from the school registrar.

e. Do not award promotion points for Basic Skills Education Program (BSEP), Advanced Skills Education Program (ASEP), English as a Second Language (ESL), GT Improvement, or any similar course.

#### Section IV - Verification

The soldier will mark an X in one block in field 29 ("I do[ ]" or "I do not [ ]") to verify accuracy of information in sections I through III and to accept or decline consideration for military education and promotion, and sign and date the form. States will include here, or on a supplemental form, the options they devise for their soldiers per paragraphs 11-34a(2) and 11-35c of this regulation. Soldiers who elect consideration for promotion and NCOES training will choose at this time the option or options that will determine their availability for vacancies that occur during the life of the promotion list. When a soldier is not

available to review the form, select or decline consideration, and choose options due to temporary duty or absence, whether military or civilian related, the commander (or delegate) may contact the soldier by telephone, facsimile transmission, or mail (including email), review the form, obtain the soldier's choice of consideration and option(s), and sign, date, and annotate the form on the soldier's behalf.

#### **Section V - Appraisal**

The Recorder (designated personnel technician, specialist, sergeant or officer) will enter scores from each evaluator's NGB Form 4101-1-R and attach the evaluations to the form. This may be done electronically or manually. Regardless of how it is done, each board member will have 400 points available for each soldier evaluated. Add the scores of all the voting board members' evaluations for each soldier. Divide this sum by the number of voting board or panel members to determine each soldier's board promotion points (0-400). Enter this in the soldier's NGB Form 4100-1-R-E, *field 30-34*. This scoring system will not be altered as is stated in paragraph 11-40a of this regulation.

#### **Section VI - Total Score and Verification**

- a.* The Recorder will verify field totals, ensure that documents that support changes to preprinted information are attached to the form, if allowed by the state, and sign and date the form.
- b.* The individual designated to verify the form will ensure that it is correct, complete, and will sign and date the form.
- c.* The average leader evaluation score and the total score will be computed at the State MPMO or, for Title 10 AGR soldiers, by NGB-ARZ-T. This may be done electronically and integrated to the NGB Form 4100-1-R-E.
- d.* The State MPMO (or NGB-ARZ-T for Title 10 AGR soldiers) will verify that all promotion points are computed per the instructions in this chapter and the policy document that announced the board. The only option allowed per this figure is to devise points for state decorations that are within the limits for the types of awards and individual award limits as well as the 75 points total for *fields 14-23*. There are no other options, and any other computations will void the board action.

## ENLISTED PROMOTION POINT WORKSHEET

(For use of this form, see NGR 600-200. The proponent agency is NGB-ARH-E)

### Section I – PERSONNEL SYSTEM DATA

- 1) Name: ..... 2) SSN: ..... 3) Rank: .....  
4) Unit name: ..... 5) PMOSD: ..... 6) PULHES: .....  
7) DOB: ..... 8) DOR: ..... [ ] 9) PEBD: ..... [ ] 10) BESD: .....  
11) ETS: ..... 12) Active status program: ..... 13) Tech/Selective Service code: .....

### Section II – AWARDS

- |                 |     |                 |     |
|-----------------|-----|-----------------|-----|
| 14) Award ..... | [ ] | 15) Award ..... | [ ] |
| 16) Award ..... | [ ] | 17) Award ..... | [ ] |
| 18) Award ..... | [ ] | 19) Award ..... | [ ] |
| 20) Award ..... | [ ] | 21) Award ..... | [ ] |
| 22) Award ..... | [ ] | 23) Award ..... | [ ] |

### Section III – TRAINING AND EDUCATION DATA

- |                                       |     |                                      |     |
|---------------------------------------|-----|--------------------------------------|-----|
| 24) Weapons qualification .....       | [ ] | 25) APFT score .....                 | [ ] |
| 26) Other resident training weeks ... | [ ] | 27) Self-development course hours .. | [ ] |
| 28) Post-secondary semester hours ..  | [ ] |                                      |     |

### Section IV – VERIFICATION

- a. I have verified this information. 29) I do [ ] I do not [ ] want to be considered for military education and promotion.  
b. (For state use to insert advance declination of positions.)

\_\_\_\_\_  
Soldier's signature and date

### Section V - APPRAISAL

- |                        |     |                        |     |
|------------------------|-----|------------------------|-----|
| 30) Board Member ..... | [ ] | 31) Board Member ..... | [ ] |
| 32) Board Member ..... | [ ] | 33) Board Member ..... | [ ] |
| 34) Board Member ..... | [ ] |                        |     |

### Section VI - TOTAL SCORE AND VERIFICATION

- |                  |                                |     |                     |
|------------------|--------------------------------|-----|---------------------|
| a. Field 8:      | Time in grade .....            | [ ] | 75 points maximum   |
| b. Field 9:      | Time in service .....          | [ ] | 75 points maximum   |
| c. Fields 14-23: | Awards .....                   | [ ] | 75 points maximum   |
| d. Field 24:     | Weapons qualification .....    | [ ] | 75 points maximum   |
| e. Field 25:     | APFT .....                     | [ ] | 75 points maximum   |
| f. Field 26:     | Other resident courses .....   | [ ] | 75 points maximum   |
| g. Field 27:     | Self-development courses ..... | [ ] | 75 points maximum   |
| h. Field 28:     | Post-secondary courses .....   | [ ] | 75 points maximum   |
| i. Fields 30-34: | Promotion Board Score .....    | [ ] | 400 points maximum  |
|                  | <b>Total score</b> .....       | [ ] | 1000 points maximum |

\_\_\_\_\_  
Recorder: signature and date

\_\_\_\_\_  
Verifier: signature and date



**ENLISTED PROMOTION APPRAISAL WORKSHEET**  
(For use of this form, See NGR 600-200. The proponent agency is NGB-ARH-E)

**SOLDIER IDENTIFICATION**

Name \_\_\_\_\_ SSN \_\_\_\_\_ Rank \_\_\_\_\_

PMOSD \_\_\_\_\_ Unit \_\_\_\_\_

**APPRAISALS**

Areas of Consideration	PERFORMANCE POINTS		POTENTIAL POINTS	
	Allowed	Awarded	Allowed	Awarded
Military appearance and Bearing	0 - 15	_____	NONE	NA
Responsibility and Accountability	0 - 25	_____	0 - 30	_____
Leadership	0 - 35	_____	0 - 70	_____
Communication skills	0 - 20	_____	0 - 30	_____
Professional attributes	0 - 20	_____	0 - 30	_____
Initiative	0 - 25	_____	0 - 30	_____
Technical and tactical proficiency	0 - 35	_____	0 - 35	_____
<b>Totals</b>	<b>175</b>	_____ _____	<b>225</b>	_____ _____

\_\_\_\_\_  
Rank and name

\_\_\_\_\_  
Signature and date